

WSDOT Apprenticeship Program Implementation Overview

The Goal

In order to ensure that Washington State will have an adequate supply of skilled workers in the construction industry in the future, WSDOT is committing, as directed by the Washington State Legislature (RCW 39.04.320 and 2006 c 3 s 3), to the use of apprentices for at least 15% percent of the labor hours on all Department of Transportation public works projects estimated to cost two million dollars or more.

The Roadmap

We will develop a phased implementation plan, guided by the following three parameters, as set forth in RCW 39.04.320:

1. Apprenticeship requirements will be phased as follows:

For Projects with the following Ad Dates...	And with Estimated Project Cost of...	Apprentice Labor Requirement will be...
Pre-July 1, 2007	(conduct pilots – criteria tbd)	(conduct pilots – criteria tbd)
Phase 1: July 1, 2007 – June 30, 2008	\$ 5 M or greater	No less than 10%
Phase 2: July 1, 2008 – June 30, 2009	\$ 3 M or greater	No less than 12%
Phase 3: From July 1, 2009 – Forward	\$ 2 M or greater	No less than 15%

2. The Secretary of Transportation will have the authority to adjust these requirements on a project-specific basis in the following cases:
 - When there is a demonstrated lack of availability of apprentices in specific geographic areas; or,
 - When there exists a disproportionately high ratio of material costs to labor hours, which makes the apprentice participation requirement not feasible.

3. The Secretary of Transportation will establish an Apprenticeship Utilization Advisory Committee which will meet regularly to discuss WSDOT implementation of this program, and will report back to the Legislature on effects of the requirement on transportation projects and on the availability of apprentice labor and programs statewide.

The Approach

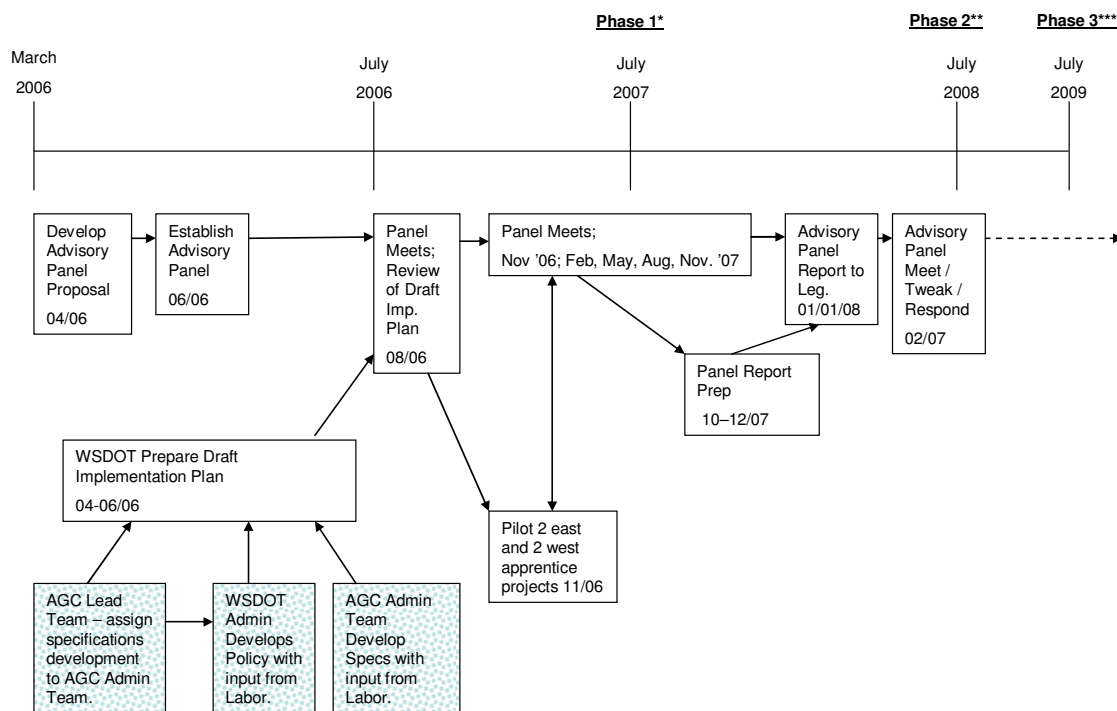
The implementation plan will be developed with a two pronged approach to ensure that the right mix of sound strategic policy and adequate technical requirements is achieved. The WSDOT Construction office will provide staff to ensure that the parallel phases are well integrated.

The Secretary of Transportation will develop and administer the Apprenticeship Utilization Advisory Committee. The focus of this committee will be to assist with defining strategic direction, and providing oversight through post-application review and recommendations. The committee will include statewide geographic representation and consist of equal numbers of representatives of contractors and labor, and will include at least one member representing contractor businesses with less than thirty-five employees. The committee will assist in defining the process used to adjust the requirements of this program for specific projects, and will provide a report to the legislature by January 1, 2008, on the effects of the apprentice labor requirement.

On a parallel path, the WSDOT Construction Office will work with the AGC Lead Team and Administration Team to develop appropriate contract specifications and expectations, as well as an enforcement strategy. This will be developed into a draft implementation plan, which will be reviewed by the Advisory Committee. The WSDOT Construction office will also select 2 pilot projects on the east side of the state, and 2 pilot projects on the west side of the state to be conducted prior to the July, 2007 Phase 1 requirements begin. Likely, those pilots will be on ad by November, 2006.

The graphic below illustrates WSDOT's proposed timeline and approach:

WSDOT Proposed Apprenticeship Program Implementation Schedule



* Phase 1 = 10% Apprentice Labor for \$ 5 M/+Projects

** Phase 2 = 12% Apprentice Labor for \$ 3 M/+Projects

***Phase 3 = 15% Apprentice Labor for \$ 2 M/+Projects